

Business Responsibility & Sustainability Reporting (‘BRSR’)

Financial Year 2022-23

About this report

The contents of this report are aligned with the 9 principles contained in the National Guidelines on Responsible Business Conduct (NGRBC) charted out by the Ministry of Corporate Affairs on Environmental, Social and Governance parameters for Financial Year 2022-23.

The report complies with the requirements for disclosing sustainability-related information aligned to the 9 principles of the NGRBC and the Business Responsibility and Sustainability Reporting as mandated under

Regulation 34 of the SEBI’s Listing (Obligations and Disclosure Requirements) Regulations, 2015 (‘LODR’) from the Financial Year 2022-23 onwards.

Careful consideration has been applied in reporting data which is true to the best of our knowledge and understanding of the reporting requirements. We are currently in the process of further strengthening our ESG data management systems to improve the quality of non-financial performance data disclosures for future reporting.

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

Corporate Identity Number (CIN) of the Listed Entity	L45200PN1991PLC129428
Name of the Listed Entity	Kolte-Patil Developers Limited
Year of incorporation	1991
Registered office and corporate address	2nd Floor, City Point, Dhole Patil Road, Pune – 411001, Maharashtra, India
E-mail	investorrelation@koltepatil.com
Telephone	+91-20-6622 6500
Website	www.koltepatil.com
Financial year for which reporting is being done	Financial Year 2022-23
Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
Paid-up Capital	₹76,00,44,090
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Vinod Patil Designation: Company Secretary Telephone: +91-20-6622 6500 Email: investorrelation@koltepatil.com Address: 2nd Floor, City Point, Dhole Patil Road, Pune – 411001, Maharashtra, India
Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures are made on a Standalone Basis for Kolte-Patil Developers Limited for Financial Year 2022-23.

2. Products/services

Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover FY 2022-23
1	Infrastructure	Real estate development, Construction of Residential and Non-Residential Buildings	100%

3. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% Of total turnover contributed
1	Construction and Real estate development	4100	96%

4. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	NA	3	3

Please note that the Company does not operate offices in international locations as of Financial Year 2022-23.

5. Markets served by the entity:

a. Number of locations

Locations	Number and States
National (No. of States)	2 States - Maharashtra and Karnataka

Please note that the Company not serve/ cater to customers in international markets as of Financial Year 2022-23.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Please note that the Company not have export turnover as of Financial Year 2022-23.

c. A brief on types of customers

Our customers consist of retail customers such as individuals across high-net-worth individuals as well as middle income group individuals for most housing projects. In case of our commercial infrastructure such as business parks, our customers are business houses, private limited companies etc.

6. Employees

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	579	477	82.4%	102	17.6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	579	477	82.4%	102	17.6%
WORKERS						
4.	Permanent (F)	0	The Company engaged the workers through the contractors.			
5.	Other than Permanent (G)	1,036				
6.	Total workers (F + G)	1,036				

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	2	67%	1	33%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	2	67%	1	33%

DIFFERENTLY ABLED WORKERS

The Company did not have any differently abled workers for Financial Year 2022-23

7. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	16.67%
Key Management Personnel	3	0	0

8. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	39%	25%	26%	37%	28%	15%	28%	18%

Permanent Workers The Company engaged the workers through the contractors.

9. Holding, Subsidiary and Associate Companies (including joint ventures)**(a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Sylvan Acres Realty Private Limited	Subsidiary Company	100	Yes
2	Kolte-Patil Real Estate Private Limited	Subsidiary Company	100	Yes
3	Tuscan Real Estate Private Limited	Subsidiary Company	100	Yes
4	Regenesi Facility Management Company Private Limited	Subsidiary Company	100	Yes
5	Kolte-Patil Properties Private Limited (formerly known as Kolte-Patil Redevelopment Private Limited)	Subsidiary Company	100	Yes
6	PNP Agotech Private Limited	Subsidiary Company	100	Yes
7	Kolte-Patil Global Private Limited, United Kingdom	Subsidiary Company	100	Yes
8	Kolte-Patil Lifespaces Private Limited	Subsidiary Company	100	Yes
9	Kolte-Patil Realtors Estate Private Limited	Subsidiary Company	100	Yes
10	KPE Private Limited	Subsidiary Company	100	Yes
11	Kolte-Patil Services Private Limited	Subsidiary Company	100	Yes
12	Sampada Realities Private Limited	Subsidiary Company	100	Yes
13	Kolte-Patil Foundation	Subsidiary Company	100	Yes
14	Kolte- Patil Integrated Townships Limited	Subsidiary Company	95	Yes
15	Snowflower Properties Private Limited	Associate Company	20	Yes
16	Kolte-Patil Planet Kiwale Project Private Limited	Associate Company	17	Yes

10. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover as on 31 March 2023 - ₹84,481 Lakhs

(iii) Net worth as on 31 March 2023- ₹79,257 Lakhs

11. Transparency and Disclosures Compliances

Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23		FY 2021-22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Employees and workers	Yes - https://rb.gy/ervyy	0	0	0	0
Shareholders	Yes - https://rb.gy/8x2au	0	0	0	0
Investors	Yes - https://rb.gy/8x2au	0	0	0	0
Customers	Yes - this is not available publicly	0	0	0	0

Please note that currently for Financial Year 2022-23, we do not have a grievance redressal mechanism in place for communities, and value chain partners. However, we are in the process of reviewing the scope of our existing policies to extend it to include a wider group of stakeholders.

12. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Rationale for identifying the risk/opportunity	In case of risk, approach to mitigate the risk	Financial implications
Opportunities in green building		
Green buildings are more efficient than traditional buildings and may lower operating costs, increase revenues, and reduce exposure to the physical and transition risks presented by climate change and pandemics. These factors may increase the valuation of green buildings, making them stronger credit assets and better collateral.	N.A.	Green building opportunities in the real estate industry can yield positive financial impacts such as higher property values, increased rental rates and occupancy rates, cost savings through energy efficiency, access to government incentives, and improved market competitiveness driven by growing demand for sustainable properties.

Rationale for identifying the risk/opportunity	In case of risk, approach to mitigate the risk	Financial implications
Water Management and associated risks		
Buildings consume significant amounts of water in their operations, through water fixtures, building equipment, appliances, and irrigation. Operating costs resulting from water consumption may represent significant costs depending on property type, tenant operations, geographical locations, and other factors.	We have in place systems and processes to track, measure, manage and monitor water used for the Company's operations	Improving water efficiency in buildings can benefit Real Estate companies by increasing property values and rental rates, reducing operating costs, and mitigating regulatory risks, while data coverage on water consumption and efficiency helps manage risk and analyze exposure to long-term water price increases and regulations.
Waste management and associated risks		
The real estate sector generates significant amount of waste through industrial processes. Waste management covers treatment, handling, storage, disposal, and regulatory compliance of waste.	We have systems and processes to track, measure, manage and monitor waste generated due to operations and also disposed by us.	Effective waste management practices in the real estate business can have a positive financial impact by reducing operational costs, improving sustainability, and enhancing reputation, while inadequate practices can result in increased expenses, legal penalties, and reputational damage.
Carbon emissions and energy management and associated risks and opportunities		
Real estate assets consume significant amounts of energy, primarily related to space heating, ventilating, air conditioning, water heating, lighting, and the use of equipment and appliances. The type of energy used, magnitude of consumption, and strategies for energy management are highly dependent on the real estate asset class, among other factors. This energy use is also associated with significant GHG emissions.	We have taken steps to promote energy efficiency by installing solar panels, utilizing LED lights and other measures in our office.	Effective energy management practices and reduced carbon emissions in the real estate business can have positive financial impacts, including cost savings, increased property value, and marketability, while inefficient practices and high emissions can result in increased operating costs, regulatory penalties, and reputational damage, impacting financial performance and tenant satisfaction.
Pollution (Air, water, noise) and associated risks		
Air pollution: Dust, particulate matter and non-greenhouse gas emissions are generated during construction, which are detrimental to air quality.	We have developed comprehensive systems and processes to effectively track, measure, and manage pollution levels.	Effective pollution control measures can increase property value and tenant satisfaction, attracting environmentally conscious stakeholders. Conversely, inadequate pollution management can lead to higher costs, penalties, reputational damage, negatively impacting financial performance and property value.
Water pollution: The sector utilizes chemicals, paint, oil, diesel, and other toxic liquids, which if not disposed of responsibly, can be a significant source of water pollution.		
Noise pollution: Noise emitted by the construction work, machines and workers can affect the environment around building sites.		

Rationale for identifying the risk/opportunity	In case of risk, approach to mitigate the risk	Financial implications
Human Capital Development and associated risks and opportunities		
<p>Human capital development presents a number of opportunities to companies - improving productivity and performance, increased innovation and creativity, higher job satisfaction and employee retention. These together contribute towards the overall success of the Company.</p>	<p>To mitigate the risk of attrition, we have conducted various employee engagement programmes, trainings as well as providing them competitive compensation and benefits packages.</p>	<p>Investing in human capital development in the real estate business can have positive financial impacts, including increased productivity, improved customer satisfaction, and enhanced competitiveness, while neglecting it can result in negative consequences such as decreased productivity, higher employee turnover rates, and reduced operational efficiency, impacting financial performance and reputation.</p>
Health and Safety and associated risks		
<p>Health and safety are a significant risk for the sector, especially for those involved in construction, renovation and building maintenance. In these processes, the workforce is subject to construction site accidents, exposure to hazardous materials, fire hazards, etc.</p>	<p>We prioritize health and safety by effectively implementing our health and safety policy and management system, thereby managing and mitigating risks related to health and safety.</p>	<p>Investing in robust health and safety measures in the real estate business can have positive financial impacts, including lower costs, improved productivity, and enhanced reputation, while neglecting such measures can result in decreased productivity due to accidents or employee absences, illhealth of workers arising out of incidents and injuries & its financial losses, legal risks, and reputational harm.</p>
Human rights and Labour Management and associated risks		
<p>The real estate sector poses significant human rights risks, related to land acquisition and resettlement and labour rights. Real estate development projects can involve the acquisition of land, which can lead to the displacement of local communities and impact their access to land, resources, and livelihoods. Real estate activities involve the use of labour, such as construction workers and property managers, who may be at risk of exploitation, poor working conditions, and inadequate pay.</p>	<p>We proactively manage human rights and labor management risks by implementing robust policies, comprehensive management systems, and regular monitoring to ensure compliance and protect the rights and well-being of our workforce.</p>	<p>Prioritizing human rights and fair labor management in the real estate business can have positive financial impacts, including increased productivity, improved reputation, and talent attraction, while neglecting or violating these principles can lead to negative consequences such as higher turnover rates, legal liabilities, and reputational damage, impacting financial performance and employee satisfaction. The labour union may cause financial negative impact which includes, increased labor costs, potential disruptions to operations due to strikes or work stoppages, and added administrative expenses related to collective bargaining negotiations.</p>
Stakeholder engagement and associated risks and opportunities		
<p>Stakeholders are an integral part of the organization. Engagement with stakeholders enables organization to seek their insights, listen to their concerns and use their foresight to identify risks ahead of time.</p>	<p>By actively identifying and engaging stakeholders, the Company effectively manages the risks associated with stakeholder engagement, ensuring their concerns and expectations are addressed, fostering positive relationships, and minimizing potential negative impacts on our business.</p>	<p>Effective stakeholder engagement in the real estate business can have positive financial impacts, including increased investment opportunities, higher occupancy rates, and enhanced reputation, while inadequate engagement can result in decreased investor confidence, increased project delays and costs, and potential legal or regulatory challenges arising from community opposition or stakeholder dissatisfaction.</p>

Rationale for identifying the risk/ opportunity	In case of risk, approach to mitigate the risk	Financial implications
Brand Management and associated risks and opportunities		
An effective branding strategy and brand positioning makes customers committed to your business and builds a strong case of preference for them, differentiating your organization's offerings from your competitors.	N.A.	Effective brand management in the real estate industry can lead to positive financial impacts, including increased brand recognition, customer loyalty, and trust, which can attract more clients, command premium pricing, and generate repeat business. A strong and well-managed brand can also differentiate a real estate company from competitors, enhance its reputation, and create opportunities for strategic partnerships and collaborations, ultimately contributing to long-term financial success.
Privacy and data security and associated risks		
Privacy and data security are emerging risks for the real estate sector, particularly with the increasing use of technology and data-driven solutions. The lack of robust data security and privacy practices can expose companies to cyberattacks and data breaches.	Through the implementation of a robust cybersecurity policy, the Company effectively manages privacy and data security, safeguarding sensitive information, preventing data breaches, and ensuring compliance with relevant regulations.	Prioritizing privacy and data security in the real estate business can have positive financial impacts, including enhanced customer trust, protection against data breaches, and avoidance of legal and financial risks, while inadequate measures can result in negative consequences such as data breach, reputational damage, financial losses.
Corporate Governance and associated risks		
Corporate governance is crucial for managing risk in the real estate sector. Poor corporate governance can lead to legal liabilities, reputational damage, and financial losses. Real estate companies must manage conflict of interest, ensure accurate financial reporting and compliance with regulations, have effective board oversight, comply with laws and regulation and priorities ethical practices to prevent legal liabilities and reputational damage.	The Company manages corporate governance risks by adhering to corporate governance policies, code of conduct, upholding business ethics, and conducting regular internal audits to ensure transparency, accountability, and compliance throughout the organization.	Strong corporate governance in the real estate business can positively impact financial outcomes by attracting investment, ensuring accountability, and minimizing risks, while weak governance practices can lead to limited financing options, legal challenges, and reputational harm, negatively impacting financial performance and value.
Risk Management		
Risk management encapsulates elements such as assessment of Business Risks, and Operational Controls to address those risks. Monitoring of the identified risks, reviewing the ways to mitigate the risk and establishing regular reporting are critical components of the risk management process.	By the active engagement of our risk management committee, the Company effectively manages risk management through implementing robust strategies, conducting thorough assessments, and making informed decisions to mitigate potential adverse impacts and enhance overall resilience.	Effective risk management in the real estate business can have positive financial impacts by mitigating losses, improving stability, and attracting investment, while inadequate risk management can result in financial setbacks, reputational harm, and limited growth opportunities.

Rationale for identifying the risk/opportunity	In case of risk, approach to mitigate the risk	Financial implications
Business Ethics, Accountability and Transparency and associated risks		
Failure to adhere to ethical standards can result in legal liabilities, reputational damage, loss of consumer trust and financial losses for a company.	By integrating comprehensive policies and management systems, the Company manages business ethics, accountability, and transparency, fostering a culture of integrity, ensuring responsible practices, and enhancing trust among stakeholders.	Promoting business ethics, accountability, and transparency in the real estate business can have positive financial impacts by enhancing reputation, attracting responsible stakeholders, and improving long-term performance, while neglecting these principles can lead to reputational harm, decreased confidence, and potential financial losses.
Opportunities in Technology and Innovation		
Technology and innovation present significant opportunities for the real estate sector, enabling companies to improve operational efficiency, enhance customer experience and create new business models.	N.A.	Technology and innovation in real estate can lead to positive financial impacts, such as increased efficiency, cost savings, improved customer experience, expanded market reach, and business growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No.	Principle Description	Reference of Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Business Code - https://rb.gy/7xsof Whistle Blower Policy - https://rb.gy/ervyy Anti-bribery corruption Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Quality, Environment, Health, and Safety ('QEHS') Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	QEHS Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized	Equal Opportunity Policy Code of Conduct - https://rb.gy/7xsof CSR Policy - https://rb.gy/aipdu
P5	Businesses should respect and promote human rights	Human Resources Policy POSH Policy
P6	Businesses should respect and make efforts to protect and restore the environment	QEHS Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Please refer to the response to Question 12
P8	Businesses should promote inclusive growth and equitable development	CSR Policy - https://rb.gy/aipdu
P9	Businesses should engage with and provide value to their consumers in a responsible manner	IT Policy covering elements of customer privacy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes:									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No. Approved by the MD	No. Approved by the MD	No. Approved by the MD	No. Approved by the MD	No. Approved by the MD	-	Yes	No. Approved by the MD
c. Web Link of the Policies, if available**	https://rb.gy/7xsof	Internally available	Internally available	Internally available	Internally available	Internally available	No	https://rb.gy/aipdu	Internally available
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes

4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.

Our workplace policies are aligned with the following standards:

Quality Management System Standard: QMS 9001: 2015

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

For Financial Year 2022-23, we have not set any specific commitments or targets to be achieved with defined timelines. We are committed to define a structured ESG strategy and are in the process of identifying metrics and setting internal targets.

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

Not Applicable as this is our first year of reporting on the BRSR.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements Please refer Page 46-52 of the Annual Report

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

Mr. Rajesh Patil, Chairman and Managing Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

No, as of Financial Year 2022-23, the Company does not have a specified committee for making decisions on sustainability related issues.

Governance, leadership, and oversight	
10. Details of Review of NGRBCs by the Company	Currently, the Company does not review the NGRBCs on a regular predetermined basis. The policies are, however, reviewed and updated on need basis as and when required.
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No.
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:	With respect to principle 7, It is planned to be done in the next financial year. Further, Business teams, as a part of their day-to-day functioning, are constantly engaged with external stakeholders (customers, contractors, investors, community etc.).

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%Age of persons in respective category covered by the awareness programs
Board of Directors	6	Topics covered in such trainings include the Company's procedures and practices, business performance updates, business environment, business strategy and risks involved.	100%
Key Managerial Personnel Employees other than BoD and KMPs	5	The Company has conducted POSH awareness and various other code of conduct related training sessions during the financial year.	~8%
Worker		Currently, the Company does not have a formal training mechanism in place for the workers.	

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement	1	SEBI	41,92,500	The SEBI has issued a Show Cause Notice dated 03 February 2022 regarding violations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	No

There have been no instances of penalty/ fine, compounding fee, or non-monetary instances of imprisonment or punishment in Financial Year 2022-23 in case of the Company or its directors/KMPs.

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

In Financial Year 2022-23, there were no cases where appeals have been preferred by the Company.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, we have a dedicated Anti Bribery and Corruption Policy covering aspects of gifting, hospitality, kickbacks etc. It also provides information on responsibilities of associates to fully comprehend and put the policy to use. In case of an instance of bribery, the policy lays down a procedure of action to be taken in such cases. It further elaborates on sample incidents and illustrations to make the users understand the policy better. Currently, this policy is not available publicly but is available to all our employees in the organization internally.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption.

In Financial Year 2022-23, there were no cases of disciplinary action taken against any of Directors, manager, or employees.

6. Details of complaints with regard to conflict of interest:

No complaints were received with regard to conflict of interest against Directors/KMPs in Financial Year 2022-23 and Financial Year 2021-22.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

Leadership Indicators

1. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

The Company has implemented organizational and administrative processes to mitigate and prevent conflicts of interest that may arise. There are appropriate safeguards and systems to prevent or manage conflicts along with escalation mechanisms. According to the Company's procedure, the Board of Directors and Key Managerial Personnel annually declare their interest in other entities to the Company. By making these disclosures, the Company maintains a list of organizations where cases of such conflict of interest are documented, monitored, and tracked. Additionally, the Company is getting the Audit Committee's prior clearance for all related party transactions. More detailed information can be accessed with the following links: <https://rb.gy/7xsof>

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

As of now, we have not invested in specific technologies to improve the environmental and social impacts our products and processes as the Company is in the stage of understanding its impact. We would be considering more options to invest in this area in the forthcoming years.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes, the Company has procedures in place for sustainability sourcing. Our nature of inputs is diverse, it comprises of reinforcement cement material, fixtures, plumbing fittings, furnishing etc. Before onboarding any vendor, stringent checks are conducted to know whether the vendors are ISO certified. Further, to maintain a certain standard of quality, we ensure that we procure input material only from well-known and recognized market players.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Considering our nature of operations, product recall/reclaim is not applicable to the Company.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable to the Company.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees.

Category	Total (A)	% Of employees covered by							
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)
Permanent employees									
Male	477	477	100%	477	100%	-	-	477	100%
Female	102	102	100%	102	100%	102	100%	-	-
Total	579	579		579		102		477	

Please note that other than permanent employees are not covered for insurance, maternity, or paternity benefits.

b. Details of measures for the well-being of workers:

There were no wellbeing benefits extended to non-permanent workers for Financial Year 2022-23.

2. Details of retirement benefits.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	579	100%	PF	572	100%	PF
Gratuity	579	100%	LIC	572	100%	LIC
ESIC	11	2%	ESIC	21	3.6%	ESIC

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. As per the Company's equal opportunity policy, we recognize our employees with special physical needs, and make workplace accommodations which comply with applicable laws, which are reasonable and needed for effective job performance.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has an equal opportunity policy in place as per the Rights of Persons with Disabilities Act, 2016. This policy is not available publicly, however, it is available internally to all its employees.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Particulars	(If yes, then give details of the mechanism in brief)
Permanent Employees	We have a dedicated Whistle Blowing Policy/ vigil mechanism having a dedicated 'Complaints Mechanism' applicable to all their employees. Under this policy, an appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim. The policy sets out procedures for written complaints, their time bound resolution, escalation matrix and other measures.
Other than Permanent Workers (Contractual workers)	For our contractual workers, responsibility for grievances is assumed by the HR head and any concerns in this respect can be shared directly with the HR head. The HR Head follows a standard procedure to inquire and redress the grievances brought forth by the complainant. The procedure further ensures safeguard measures such that no retaliation takes place against the complainant for reporting a grievance.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

None of our employees or workerws were members of any recognized associations or unions in Financial Year 2022-23.

8. Details of training given to employees and workers:

Category	FY 2022-23			FY 2021-22		
	Total (A)	On Health and safety measures		Total (D)	On Health and safety measures	
		No. (B)	% (B/A)		No. (E)	% (E/D)
Employees						
Total	579	183	31.6	572	225	39.3%
Workers						
Total	1036	883	85.2	1370	992	72.4%

Please note that elements pertaining to skill upgradation are included in the health and safety trainings itself.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	477	477	100%	464	464	100%
Female	102	102	100%	108	108	100%
Total	579	579	100%	572	572	100%

The Company engaged the workers through the contractors.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes. Occupational Health and Safety is implemented through the Company's QEHS (Quality, Environment, Health, and Safety) Policy. This policy emphasizes the importance of meeting compliance requirements related to Health and Safety, and also makes a commitment to minimize injuries, incidents and ill health caused in the workplace through the improvement of processes products, people, and technology. We also provide periodic health and safety training and personal protective equipment training to our employees and workers.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company's OHS Management System is ISO 45001:2018 certified. As part of this certification, the Company maintains records on important safety related indicators/information such as available measurement results, minutes of safety meetings, training and qualifications records of employees, complaint management and records. Maintaining such records is an important part of identifying and assessing work related risks by the Company controls are identified and implemented to control the identified OHS risks. Periodic risk assessments are conducted to identify and quantify new and existing risks. Based on these assessments, mitigation measures/plans are devised and implemented.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

The Company has implemented a Hazard Identification and Risk Assessment ('HIRA') system to help workers report work-related hazards. This system involves training workers to identify potential hazards and assess the risks associated with them, and then reporting these

hazards to the relevant authorities. This HIRA system has helped reduce the number of accidents and injuries on construction sites and has created a culture of safety and awareness among workers.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Annual healthcare checkups are extended to all the Company's employees.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers		
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The following measures have been taken by the entity to ensure a safe and healthy workplace:

- Implementation of HIRA system to identify and address H&S-related risks
- Detailed SOPs have been created for all processes to ensure the smooth, incident-free functioning of the workplace
- Daily 15-minute meetings are conducted before work commences to discuss how the work is to be done and what kind of precautions should be taken
- Brief half day orientation programs are conducted for new workers joining a site

13. Number of complaints on the following made by employees and workers

Particulars	FY 2022-23		FY 2021-22	
	Current Financial Year		Previous Financial Year	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working Conditions	40	0	60	0
Health & Safety	210	0	250	0

14. Assessments for the year

Particulars	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The project of Kolte-Patil Integrated Townships Limited is certified with ISO 45001 by DNV, an independent third party.
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has different business function, and each business function is required to identify the stakeholders they deal with on a day-to-day basis. The stakeholders are also determined based on the significance of their impact on the business and the impact of the business on them. The different stakeholders that we have identified are investors, shareholders, customers, employees, media, and value chain partners.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	Email, Website	Event Based As and when required	We continue to provide documents and information promptly as and when asked by Statutory authorities and maintain a cordial relationship with all the Government / Regulatory authorities.
Employees	No	Email, Website, Intranet Portal	Event Based	We have developed a range of content such as blogs, case studies, videos, and engagement initiatives such as face to face events, webinars to increase brand awareness and create an enabling work environment.
Customers	No	Email, Website, SMS, and telephonic calls	Event Based As and when required	We enhance the brand of all customers. We ensure that our brand values reflect in our communication to our customers.
Suppliers	No	Email, Website, In person / online meetings	Event Based As and when required	We discuss quality related aspects in meetings with our contractors and suppliers and ensure that our standards are met.
Investors Shareholders	No	Earnings calls with analysts, investor presentations, Annual report	Quarterly and on a need basis	In addition to submission of quarterly financial results to the stock exchanges, we voluntarily released the 'Operations update' and certain press release for past quarters to the exchanges.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees and workers						
Permanent employees and other than permanent workers		843			772	

Please note that the Company does not have a bifurcation for this data at the moment

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	579	49	8.5%	530	91.5%	572	107	18.7%	465	81.3%
Total employees	579	49	8.5%	530	91.5%	572	107	18.7%	465	81.3%

Please note that the Company does not maintain this data for workers at the moment

3. Details of remuneration/salary/wages, in the following format:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	1,00,00,000	0	0
Key Managerial Personnel	3	1,20,00,000	0	0
Employees other than BoD and KMP	469	6,50,400	102	7,06,500
Workers	Please note that the Company does not maintain this data for workers			

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/ No)

We have a dedicated "Internal Compliant Committee" as per the POSH mandate to record cases of grievances with respect to sexual harassment. Further, responsibility of other human rights related issues is assumed by the HR head directly and any concerns in this respect can be shared directly with the HR head.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Responsibility in this aspect is assumed by the HR head and any concerns on human rights can be shared directly with the HR head. The HR Head follows a standard procedure to inquire and redress the grievances brought forth by the complainant. The procedure further ensures safeguard measures such that no retaliation takes place against the complainant for reporting a grievance. If the complaint cannot be resolved by the HR head, it is escalated to the management.

6. Number of Complaints on the following made by employees and workers:

There have been no complaints made by employees and workers in the Company in Financial Year 2022-23 or Financial Year 2021-22 with respect to the following topics:

- Sexual Harassment
- Discrimination at workplace
- Child Labour
- Forced Labour/Involuntary Labour
- Wages
- Other human rights related issues

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

As part of the Company's POSH Policy, the following safeguards are in place to prevent adverse consequences to the complainant in discrimination and harassment cases:

- The complaint register maintained by the Complaint Committee is confidential and not shared with any unauthorized persons.
- There is a confidentiality clause in the policy which states "The Company shall keep the identity of the aggrieved women, respondents and witnesses and any information relating to the proceedings shall not be published, communicated or made known to public or media"

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, our agreements with our labour contractors have clauses on human rights included in them.

9. Assessments of the year

Particulars	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	7369.9 GJ	5,775.5 GJ
Total fuel consumption (Diesel) (B)	1245.2 GJ	3638.3 GJ
Energy consumption through other sources – Onsite Solar (C)	804.2 GJ	804.2 GJ
Total energy consumption (A+B+C)	9419.3 GJ	10,218 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in crore rupees)	11.15	25.68

Note: GJ indicates GigaJoules

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)#		
Total volume of water consumption (in kiloliters)	145,911.8	169,707.44
Water intensity per crore of turnover (kiloliters water/ turnover in crore)	172.7	426.46
Water intensity (total volume of water consumption in kiloliters/ saleable area of the projects in sq. ft.*)	0.047	0.054

*assumes that saleable area is same for both years

#Currently, we do not have a bifurcation of water withdrawal by sources although most of our water comes from government regulated municipality source.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	The Company does not monitor details of air emissions (other than GHG emissions)		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Ozone Depleting Substances (HCFC - 22 or R-22)			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	The Company does not monitor the details of Scope 1 & 2 emissions but plans to do so in the coming years.		
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

- Use of renewable energy (Solar) as alternative energy source in office(s).
- Use of energy efficient lighting, air conditioning and elevators.
- Use of BEE 5-star air conditioning units (highly energy efficient)
- Use of LED lightings to increase energy efficiency of buildings
- Use of high-performance glass facade in buildings

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The Company does not currently monitor the quantum of plastic waste generated	
E-waste (B)	The Company does not currently monitor the quantum of plastic waste generated	
Bio-medical waste (C)	0.003	0.0028
Construction and demolition waste (D)	Currently, the Company is in the process of setting up a system to calculate waste for this category.	
Battery waste (E)	0	0
Radioactive waste (F)	0	0

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Other Hazardous waste. Please specify, if any. (G)	Used oil (Liters): 6 Air filters (Nos): 30 Oil-soaked cloth (kg): 0.1 Empty paint/chemical containers (Nos): 1,559	Used oil (Liters): 58 Air filters (Nos) 27 Oil-soaked cloth (kg): 10.5 Empty paint/chemical containers: 1,712
Other Non-hazardous waste generated (H).	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	
(i) Recycled	Construction waste like concrete is reused in manufacturing/construction processes.
(ii) Re-used	
(iii) Other recovery operations	
Total	Other select categories of wastes such as metals, plastics, wood are sent to waste recycling vendors. However, the Company does not track the total waste recovered through recycling/reusing/other recovery options.

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	
(i) Incineration	Currently, the Company does not track the total waste disposal methods. However, all waste generated is collected and segregated. Prior to disposal of waste, the feasibility for reuse or recycling is considered, depending on the qualities of the waste. Waste such as biomedical waste and hazardous waste are disposed off through authorized vendors.
(ii) Landfilling	
(iii) Other disposal operations	
Total	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At all our project sites, all waste generated is segregated and kept in designated areas according to waste type. Waste such as biomedical waste and hazardous waste are disposed of through authorized vendors. Prior to disposal of waste, the feasibility for reuse or recycling is considered, depending on the qualities of the waste.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

None of our projects fall in/around ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No EIA was undertaken in Financial Year 2022-23 for our projects based on the applicable laws.					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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Not applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Real Estate Developers' Association of India	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

There have been no instances of anticompetitive conduct or any relating adverse orders on the Company in Financial Year 2022-23.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

The Social Impact Assessment in compliance to the applicable laws (in relation to Rehabilitation and Resettlement) was not applicable to any particular project in Financial Year 2022-23.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

No ongoing Rehabilitation or Resettlement projects are undertaken by the entity wherein involuntary displacement of families has taken place. With regards to our redevelopment projects, we ensure to obtain consent of the families and have an agreement with them as per the applicable laws in order to begin the work. Accordingly, we do not have any families that can be considered as 'Project Affected Families' to be reported as per this section for Financial Year 2022-23.

3. Describe the mechanisms to receive and redress grievances of the community.

Please note that currently for FY 2022-23, we do not have a grievance redressal mechanism in place for communities. However, we are in the process of reviewing the scope of our existing policies and processes to extend its scope to include a wider group of stakeholders

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

The Company directly sources for MSMEs and also from within the district and neighboring districts to promote local contractors. However, for FY 2022-23 and FY 2021-22, the information as to the exact quantum of input material sourced is difficult to categorize. We are undergoing an effort to standardize the calculation and would be able to disclose this information in the future.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a digital complaint management platform to raise, respond and monitor consumer complaints. We receive consumer queries and complaints through 2 channels i.e., facility of chatbot on the website and we also have a dedicated email id for the customer assistance. The team works closely with the management and various teams and provides regular feedback on process, policies, and consumer related complaints. This

leads to process improvements and ensures that in future, complaints are reduced.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Considering the nature of our operations, this would not be applicable to the Company.

3. Number of consumer complaints in respect of the following:

No complaints were received with regard to data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices, unfair trade practices and others in Financial Year 2022-23 and Financial Year 2021-22.

4. Details of instances of product recalls on account of safety issues:

Considering the nature of operations of the Company, product recall is not applicable to the Company.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has framed policy with respect to information technology which set forth limits, mitigation strategies and internal controls. IT Operations Procedure & Policy is in place for protecting the organization's data against cyber-attacks, threats, and vulnerabilities. The Company's controls include deployment of security solutions like firewall, VPN, User IDs and Password management and data encryption system. The policy is internally available to the employees.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There have been no issues reported for data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices, unfair trade practices and others. Accordingly, this is not applicable.
